



Oregon

Tina Kotek, Governor

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MEMORANDUM

To: Agency Heads and Agency Human Resources Directors

From: Berri Leslie, Chief Operating Officer

Date: August 30, 2023

Subject: Addendum E – Family and Medical Leave,
60.000.15

Emboldened and italicized text reflects revisions and additions to current policy language.

Policy Statement:

As of September 3, 2023, the Executive Branch of state government modifies the Family and Medical Leave policy to include expanded use of the Oregon Family Leave Act (OFLA) for reasons approved by Paid Leave Oregon for the period of September 3, 2023 through December 31, 2023.

Policy Authority: ORS 240; ORS 659B.020

Applicability: All employees (including temporary employees) when not in conflict with an applicable collective bargaining agreement.

Attachments: None

Policy Amendments

Effective September 3, 2023 and December 31, 2023, Family and Medical Leave policy 60.000.15 is amended as follows:

(4) OFLA: An agency grants an eligible employee protected time off under OFLA or the purposes listed in the chart below. An employee's leave entitlement is limited to the amount of leave provided below in a leave year, no matter how many different leave-types are used.

- (c) Employees who receive Paid Leave Oregon shall be granted additional OFLA***
- i. Employees receiving Paid Leave Oregon for a pregnancy-related condition receive an additional six (6) weeks of leave.***
 - ii. Employees receiving Paid Leave Oregon for any other reason receive an additional four (4) weeks of leave.***

Questions should be sent to CHRO.Policy@oregon.gov.